

Deputy Chief Cerelyn “C.J.” Davis

Executive Management

Deputy Chief Cerelyn “C.J.” Davis is an innovative and highly qualified leader in the Atlanta Police Department. With over 29 years of law enforcement experience, this seasoned executive has practical knowledge in a myriad of areas critical to leading any organization towards implementing the Six Pillars of 21st Century Policing. She has proven management acumen in the area of crime analysis and crime reduction, strategic planning, human resource management, effective community engagement, policy development, internal affairs, special operations, criminal investigations, homeland security, project oversight, and capital improvements. She is a decisive leader and change agent, who methodically assesses organizational effectiveness and strategically resolves critical incidents and crime trends. Davis has a reputation for motivating the workforce through active and conscientious involvement, and understands the importance of developing and supporting employees for optimal results. She is actively seeking an opportunity to utilize her wealth of experience and leadership qualities to promote organizational effectiveness, and introduce proven crime fighting strategies in a promising organization.

Professional Experience

The City of Atlanta is considered the jewel of the South, with a residential population of 450,000 in the city proper; boasting an urban population of 4.9 million. As the home of the Civil Rights movement and the busiest Airport in the world, Deputy Chief Davis understands the importance of running a police force sensitized to cultural diversity and the historical relevance of the Atlanta area. Community policing is an integral and necessary element in today’s police operations, where the tenets of cultural diversity drive positive relationship building between police and diverse communities. Sustaining strong partnerships with the business community is as critical as building strong coalitions with neighborhoods & community leaders. Davis has forged long-lasting relationships with several of Atlanta’s Fortune 500 companies, many of which support the Department’s crime fighting and community outreach initiatives. During the previous 25 years, Davis has assumed Command Roles in strategic planning for major events in the City of Atlanta, such as the Democratic National Convention, the 1996 Olympics, the NFL Super Bowl, NBA & NCAA Play-off games, major road races, intelligence planning & training for the G8 Summit, and other national noteworthy events. She sits as a subject matter expert on national platforms related to the latest tools in police technology, predictive policing, and community engagement.

The Atlanta Police Department is the largest full service agency in the state of Georgia, with an authorized strength of 2008 sworn officers and approximately 350 civilian employees. Within this busy law enforcement agency, Deputy Chief Davis oversees major initiatives that promote organizational success. She is responsible for driving the Department’s strategic planning process, capital projects, leadership training, policy development, and national & state accreditation. Davis is the point of contact for researching and implementing state of the art technology innovation Department-wide. She currently sits as a board member and officer of the National Organization of Black Law Enforcement Executives (NOBLE), and is the Legislative Liaison for the Atlanta Police Department and the Georgia Association of Chiefs of Police (GACP). Davis has exceptional writing & communication skills and is well suited to assume any Law Enforcement role as CEO. The following is a chronology of Deputy Chief Davis’ current and most recent Command Level assignments:

01/30/14 – Present

Atlanta Police Department/Division Commander - Strategies & Special Projects

- **TECHNOLOGY:** Oversee operation, MOU's, maintenance, and contracts of private sector & public sector video camera network, with over 5800 cameras streaming into the APD Video Integration Center (VIC). Oversee the research, assessment, and acquisition of all new technology in the Atlanta Police Department; initiating & overseeing projects estimated \$15 million
- **CRIME FIGHTING:** Created new format for COBRA (Compstat crime fighting sessions) utilizing intelligence led and new predictive policing software (PredPol) attaining 7% & 9% decrease in crime in 2 pilot precincts, utilizing crime data to direct strategic deployment; use of analytical reporting to drive decision making, and deployment of covert camera network in high-crime areas, ensuring results driven strategies and accountability of Field Operations Division precinct commanders. Sustained a 3% reduction in overall crime 2015. Combined all APD discretionary resources for holistic approach to crime suppression
- **ATLANTA POLICE LEADERSHIP INSTITUTE (APLI):** Launched the Atlanta Police Leadership Institute (APLI) graduating over 200 upper rank & file supervisors and command staff, completing 6-week customized leadership curriculum in partnership with Georgia State University.
- Established the APLI International Exchange program coordinating all aspects of Israeli exchange and curriculum for annual Atlanta Police visit, and coordinates annual APD Command delegations to Israel.
- **CAPITAL PROJECTS:** Conduct oversight for all APD Capital Projects plans estimated at 94-million: new Police Academy, Zone 3 & 4 Precincts, Special Operations relocation, and other major acquisitions. Actively and collaboratively develop APD's annual Budget and present to City Council
- **ACCREDITATION / CALEA:** Led the APD Accreditation process, successfully awarded nationally with re-accreditation, receiving Department recognition for outstanding diversity in recruiting. Oversee state of Georgia accreditation process where APD received initial state accreditation certification in 2014

02/2013-01/2014

Code Enforcement Section Commander / Major

- Re-organized civilian operation integrating sworn personnel and overhauled workflow to effect a 100% reduction of 4600 backlogged code enforcement cases, moved operation from Planning Dept. to APD
- Developed case violations against 7 crime ridden, abandoned & blighted apartment complexes for final demolition; improved case management to meet 90% service level agreements

10/2011 – 2/2013

Office of the Mayor / Executive Loan / Project Manager

- Independently evaluated other City Departments to identify process efficiency gaps and make recommendations for improved service delivery
- Staffed the Mayor while serving on the City of Atlanta UASI Senior Policy Committee, providing law enforcement input on regional evacuation processes, interoperability planning, and expenditure of UASI funding for participating jurisdictions, represented APD on regional evacuation tabletop work group; managed federal reimbursement process for City of Atlanta disaster relief claims submitted for flood

03/2010 – 05/2011

Community Oriented Policing / Project Manager

- Wrote the initial white paper introducing COPs program conceptual framework, and utilized grant funds for the creation and implementation of the APD's Community Services Division/Community Oriented Policing Section (COPs; identified and planned new facility location, space layout for initial 50 grant funded COPs officers. Developed joint training sessions for officer & community engagement
- Established Mission Statement and Community engagement criteria for COPs Section, Introduced *Community Policing through Environmental Design* (CPTED) Trainer

08/2008 – 03/2010

Atlanta Hartsfield Jackson / Airport Precinct / Assistant Commander

- Established strategic crime reduction plans to ensure a safe environment for the traveling public in and through the Atlanta Airport. Coordinated major investigations of security breaches
- Developed annual business plan, managed the day to day administrative and operational components of the precinct for all shifts, full scale exercises, and inter-agency collaboration
- Ensured local & federal mandates adhered to in TSA passenger screening, traffic operations, counterterrorism measures & crime prevention strategies at Police Precinct
- Conducted sworn officer staffing analysis for new multi-million dollar Rental Car Center & New state of the art Maynard Jackson International Terminal
- Managed the APD Airport \$16 million dollar enterprise fund budget, to include federal funding for Canine and EOD operations at Domestic & International Terminals

11/2007 – 7/2008

Internal Affairs / Office of Professional Standards – Commander

- Managed the administrative processes for all citizen complaints to include anonymous and other internal initiated investigations
- Increased the number of integrity test by 50% annually
- Reduced the investigative complaint process by streamlining case investigation periods
- Improved Corruption Unit proactive measures by ensuring a 50% increase of annual integrity test for APD officers to deter & detect officer misconduct

6/2006 – 11/2007

Special Enforcement Section Commander

- Commander Street Level Drug Enforcement (Red Dog) Unit to positively impact street level gang crimes and drug sales, through aggressive crime fighting strategies in high crime areas citywide
- Gang Unit successful in developing high-profile cases against principle actors to eradicate Crime Syndicate Black Mafia Family, and many other prosecutions under the Georgia Gang Terrorism statute
- Undercover Operations of the High Intensity Drug Unit (HIDTA) developing federal cases in regional drug interdiction, effecting several major regional drug arrests and seizures through Federal RICO Act
- Section Commander of the APD's SWAT, Helicopter, and Motorcycle Unit. Coordinated specialized training and major operations to support Field Operations crime fighting initiatives
- Acquired approximately 5 million in Homeland Security funds for Explosive Ordinance Devices (EOD) and Critical Infrastructure Protection through GEMA/FEMA grants

10/2004 – 6/2006

Homeland Security Unit / Commander

- Established/created the Atlanta Police Departments Homeland Security Unit post 9/11 and coordinated multi-jurisdictional Homeland Security collaborative meetings
- Coordinated the first Department-wide training for Incident Command Systems (ICS)
- Applied for and awarded, APD's first federal Homeland Security grant award of 2.5 million to purchase terrorism response equipment
- implementation of critical infrastructure assessment (Buffer Zone Protection) training for Homeland Security staff and agency partners; coordinated first buffer zone protection inspections and created plans for downtown critical infrastructures

7/2002 – 10/2004

Office of the Chief / Public Affairs Manager & Executive Assistant to the Chief

- Department Spokesperson managing all media requests; led & coordinated major press conferences for high profile events, responded to inquiries during live on camera interviews
- Supervised staff of 12, overseeing all office operations while assigned to the Office of the Chief

- Drafted speeches, responses, and speaking points for the Chief of Police, providing recommendations on best approach in response to sensitive media matters
- Coordinated Department Special Events, i.e. graduations, promotions, symposiums, etc.

1/1996 -7/2002

Personnel & Human Resources Commander

- Planned and executed Recruitment & Hiring activities / During tenure achieved highest level of new hires in the history of the Atlanta Police Department in one year (207 officers)
- Managed the background investigations process per hiring guidelines, i.e. Decision Rules & POST
- Streamlined the hiring process by requiring critical elements to be conducted in initial visit
- Oversee the grievance process of all employees, payroll & other compensation such as overtime and comp time monitoring, performance evaluations, evaluate FMLA & other leave statuses
- Coordinated all recruitment trips and related job fairs locally and out of state

Education

**B.A. Criminal Justice, Saint Leo University 1998*

**Master's Degree General Administration, Central Michigan University 2003*

**Northcentral University*

Doctoral Candidate Business Administration – Pending Dissertation Completion

Professional Executive Management Training

2006 * FBI National Academy / Session 225

2006 * Public Speaking for Executives / FBI Executive Training

2012 * PERF / Senior Management Institute for Police (SMIP) Boston University

2013 * Israel Leadership Exchange / Israeli National Leadership Academy

2012 * Graduate Leadership Atlanta

2012 * Moderator / International Police Executives Conference

2009 * American Association of Airport Executives Certification (AAAE, CM)

2004 * Emergency Preparedness College, York England

2004 * Anti-Defamation League (ADL) Counter Terrorism Consortium, Washington D.C.

2001 * Mercer University Public Safety Leadership Institute

1998 * Certified Senior POST Instructor (Multiple Course Specializations)

Memberships – Highlights - Awards

National FBI Academy Associates (FBI/NA) Session 225

International Association of Chiefs of Police (IACP)

Georgia Association of Chiefs of Police (GACP) (Member & General Assembly Legislative Liaison)

National Organization of Black Law Enforcement Executives (NOBLE) / Nat'l Board Member

Leadership Atlanta, Class of 2012

Toastmasters – Hosted Atlanta Police Department Charter

Police Executive Research Forum (PERF) / Senior Management Institute

Atlanta MetroPol Inc. (Local, State & Federal Law Enforcement Alliance)

American Association of Airport Executives (AAAE, CM)

Featured in "O" (*Oprah Magazine*) November 2008 issue, *Winner - "Women Rule"*

Pinnacle Award Winner - Community Leadership Category 2013

Voted one of Georgia's 100 most Influential Women "*Women Looking Ahead Magazine 2013*"

City of Atlanta UASI /POC & Emergency Preparedness Coordinator

National Board of Internal Affairs Commanders / Best Practices Work Group

City of Atlanta Homeland Security Council

Department of Justice (DOJ) National Cultural Diversity Team (Research)

Security Coordinator for Medical Missions to Monrovia, Liberia 2012 (A.M.E. Zion Church)

Atlanta Police Department "*Supervisor of the Year 1998*"

Delta Sigma Theta Inc. – Douglasville, Georgia Alumnae Chapter